

HAWAII STATE

Department of Education

Employee Housing Survey: Retention Risks and Opportunities for Workforce Housing

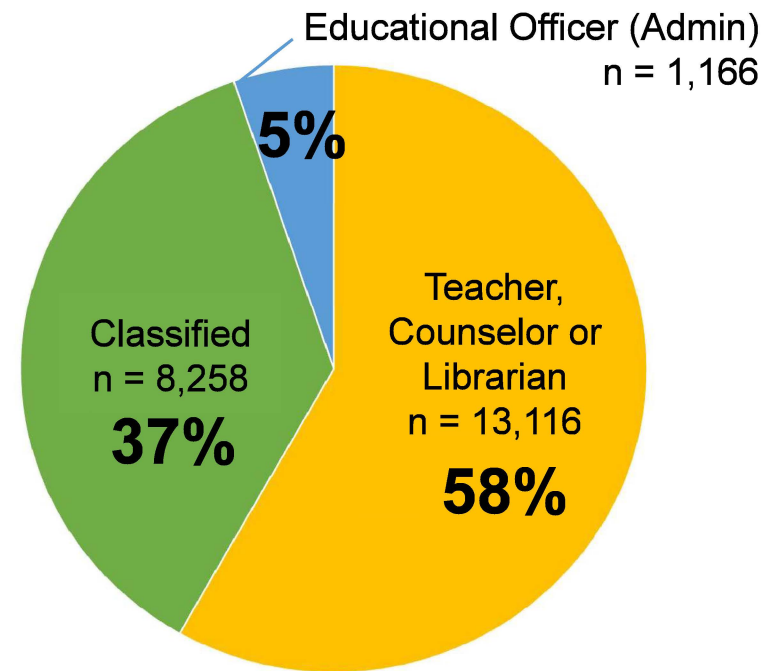
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Tammi Chun, *Deputy Superintendent for Strategy and Administration*



HIDOE is one of Hawaii's largest employers

- 22,540 employees
- 208 job “categories” across work locations statewide
- 88% of positions are school-level



Source: HIDOE Office of Talent Management, March 1, 2024.

The HIDOE also employs about 20,000 part-time/casual employees (not included in survey).



Recruitment and retention are critical for HIDOE workforce

Top 3 reasons for leaving among 9% of full-time employees who separated in 2023-24

Teachers (n=1,213)

1. Leaving Hawai'i: 34%
2. Retirement: 25%
3. Family/personal: 12%

Classified (n=833)

1. Retirement: 31%
2. Non-teaching job/education: 30%
3. Leaving Hawai'i: 12%

Source: HIDOE Employment Report, 2023-24

Educational Officers (n=83)

1. Retirement: 48%
2. Non-teaching job/education: 22%
3. Leaving Hawai'i: 19%



SECTION

A

Survey and respondents



Employee Housing Survey

- **Objective:** Understand the impact of housing on Hawai'i State Department of Education (HIDOE) employees to inform discussions and planning regarding:
 - Workforce housing for HIDOE employees
 - Recruitment and retention strategies
- **Conducted April 2024 by** SMS Hawai'i with support from Castle Foundation. Additional analyses by AE Consulting.
- **Response rate:** 9,668 employees (43% of HIDOE's full time employees)





April 2024 survey collected data about relationship between housing and retention

To understand employees' current housing situations	To assess employees' interest in workforce housing ("demand")
Costs	Level of interest
Living arrangements	Characteristics of interested employees
Homeownership status	Desired amenities
Anticipated duration of current housing situation	Preferred locations/Zip Codes

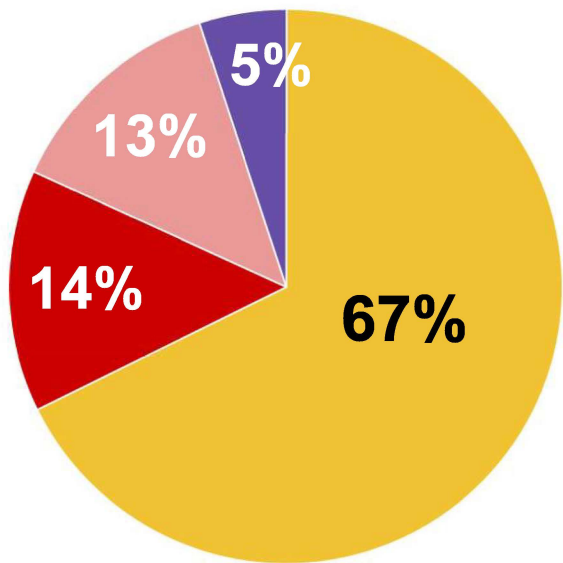


High survey response rate statewide and for each county

9,668 full-time employees completed the survey; 43% response rate

Geographic distribution

● Honolulu ● Hawai'i ● Maui ● Kaua'i



Demographics

Gender	78% Female	22% Male
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Median age 47

Employment

School-level personnel	87%
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Median monthly pay \$5,718

Median years in HIDOE	10 years
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Have a part-time job 34%



SECTION

B

**Employees' current housing
situations**



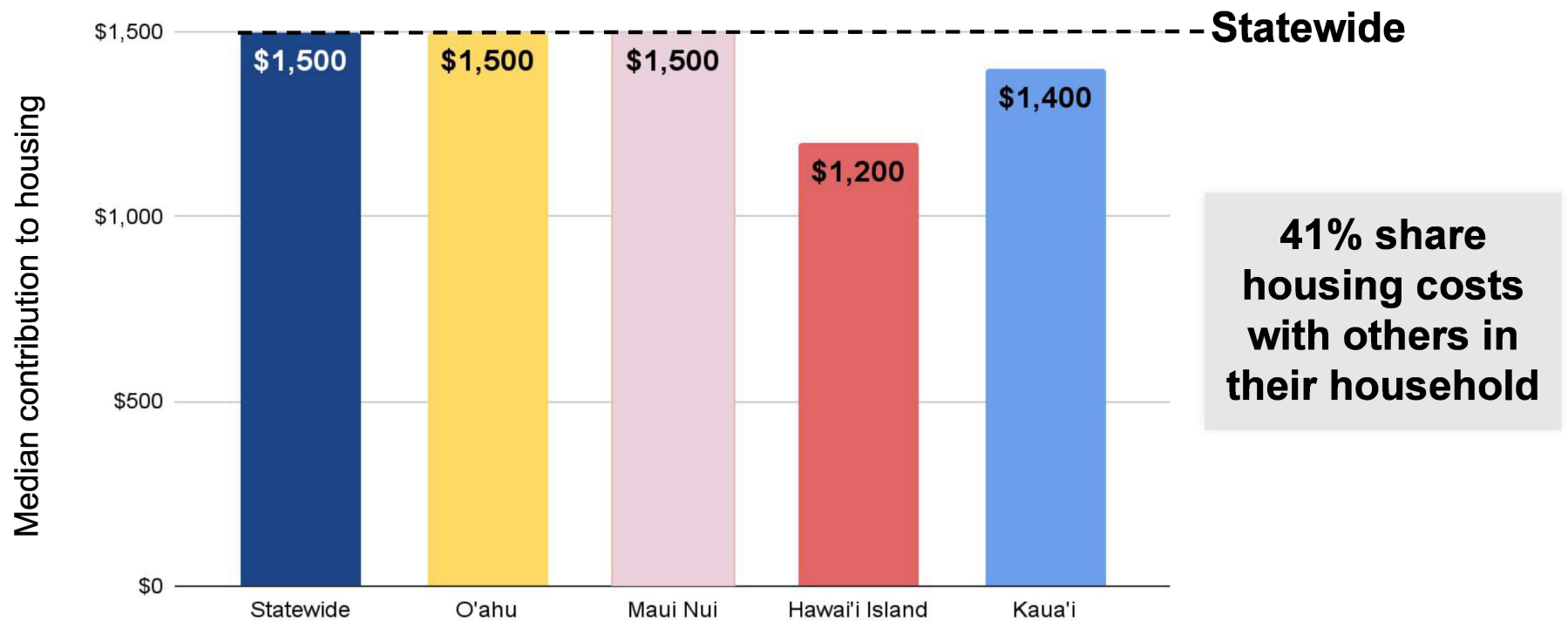
35% of employees are “cost-burdened” by housing

- Both homeowners and renters are cost burdened.
- Cost-burdened employees are likely to identify as a retention risk.
- Employees with less than 5 years of service are more likely to be
 - Cost-burdened: 43%
 - Retention risks: 49%

**Cost-burdened:
Paying more than
30% of income for
housing**



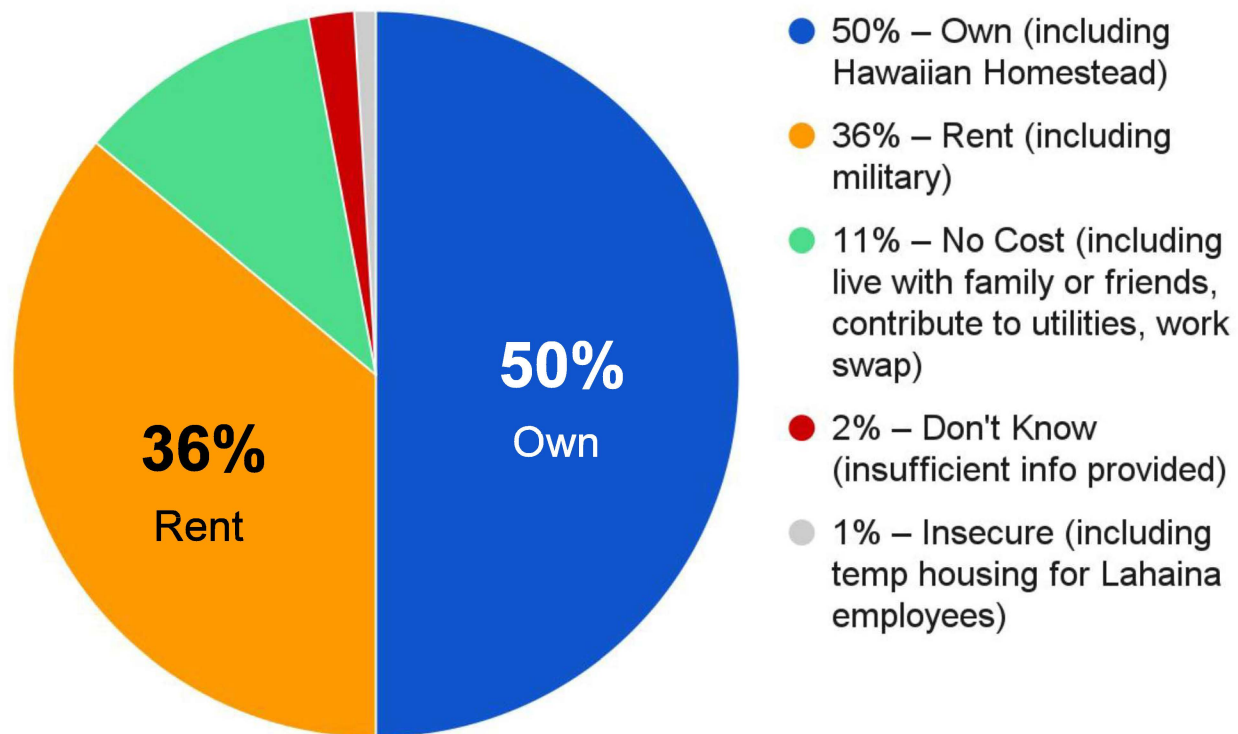
Employees' median housing contribution is \$1,500/mo





Half of employees own their residences

Employee homeownership status



**HIDOE
employee
homeownership
is lower than
state average of
62%.**



Housing costs create “retention risk”

**41% of HIDOE employees are likely to leave
their job because of housing costs
 (“retention risk”)**

Predictors of retention risk:

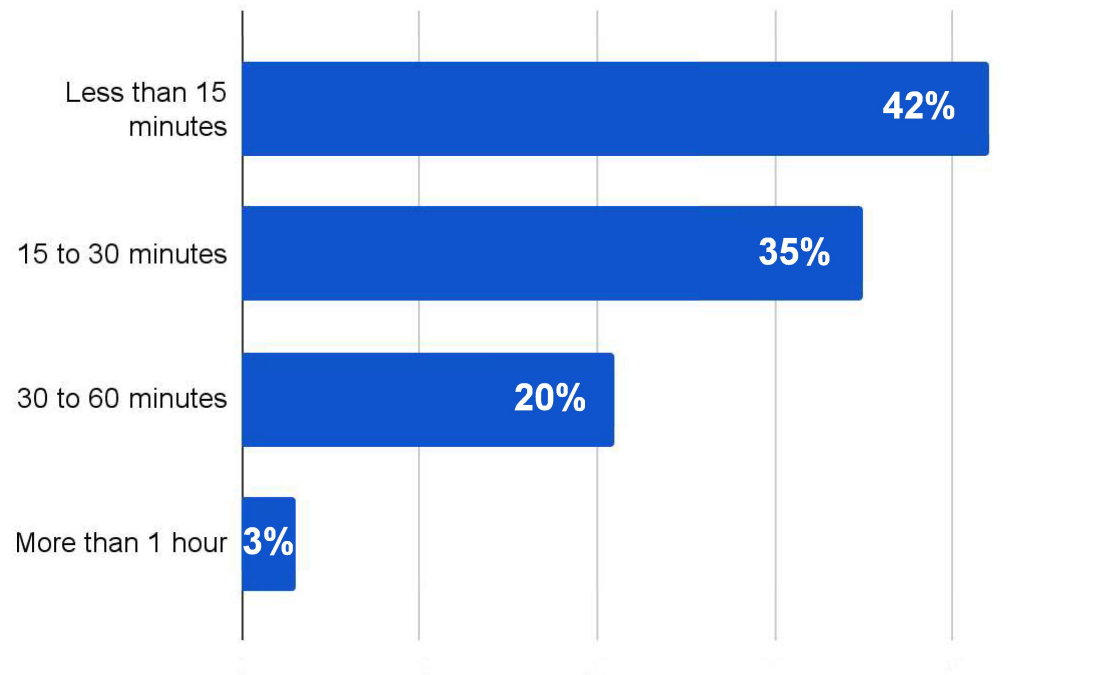
- Not being a homeowner
- Having a part-time job
- Began HIDOE employment within last 5 years
- Being cost-burdened
- Not living in preferred zip code
- Living in Maui County

“I have always felt that public school employees should have housing allowances similar to that of the military, especially in Hawai‘i due to the high cost of living.”

“I would be interested in a monthly housing subsidy based on my current salary /years of service. (It) would make a considerable difference in whether or not I stay in the DOE and/or retire later.”



Most employees commute 30 minutes or less



**77% of
employees have
an average
commute time of
30 minutes or
less from home
to work**



Many non-homeowner employees anticipate changing their housing situation within the next three years

Anticipate changing their housing situation

Likely to purchase a home/housing unit

Likely to move to a different rental

Likely to move out of Hawai'i

Homeowners	Non-homeowners
10%	31%
15%	22%
5%	38%
13%	28%



SECTION

C

**Employees' “demand” for
workforce housing**



High interest in employee rental housing

54% are interested in employee rental housing

Characteristics associated with interest in housing

- Non-homeowners
- Identify as retention risk
- Began HODOE employment within the last 5 years
- Teachers and Classified Staff are significantly more likely to be interested than School Administrators/Educational Officers
- Not living in preferred zip code



75%

of non-homeowners
would consider signing
a lease for workforce
rental housing

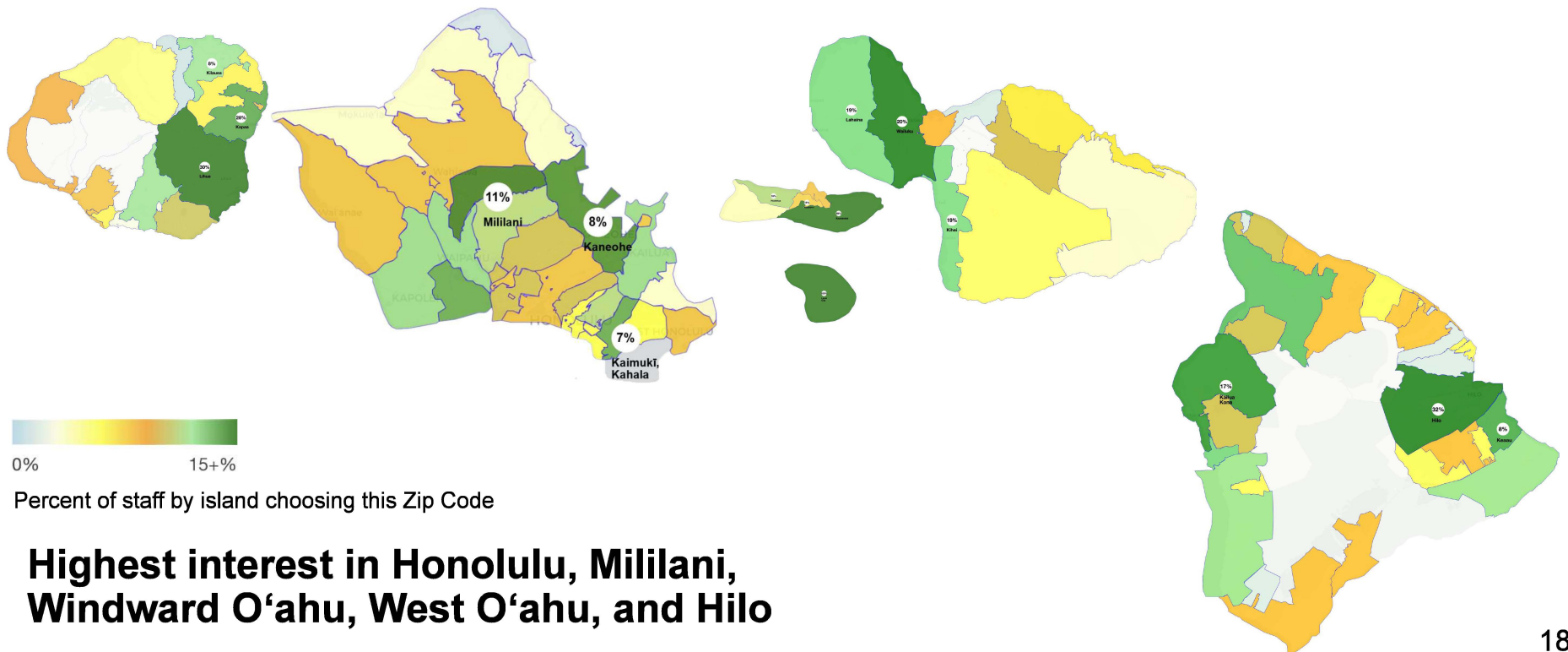


Staff housing preferences

Among employees interested in workforce housing

Important amenities (70% or higher response)	Rental unit preferences	Highest monthly rent staff is willing to pay (median response)
In-unit kitchen	Single Family Home 89%	Studio: \$1,200
On-site laundry	Apartment/Condo: 38%	1 bedroom: \$1,400
Private bathroom	Self only: 18% 2 people: 29% 3 or more: 53%	2 bedroom: \$1,800
Proximity/commute to workplace	Desire 2 Bedroom or Larger	3 bedroom: \$2,000
Parking	Pets: 54%	

Among employees with interest in workforce rental housing





Location of employees' housing interest

County of Hawai'i & County of Kaua'i

Island	Town	Rank*
Hawai'i	Hilo	1
Hawai'i	Kailua Kona	2
Hawai'i	Kea'au	3
Hawai'i	Waimea	4
Hawai'i	Kealahou	5

Island	Town	Rank*
Kaua'i	Lihu'e	1
Kaua'i	Kapa'a	2
Kaua'i	Kalāheo	3
Kaua'i	Kōloa	4
Kaua'i	Kīlauea	5

Town is based on zip code

*Rank considers number of employees who expressed preference for this town and the intensity of their preference



Location of employees' housing interest

O'ahu

Town is based on zip code

*Rank considers number of employees who
expressed preference for this town and the
intensity of their preference

Island	Town	Rank*
O'ahu	Mililani	1
O'ahu	Kāne'ohe	2
O'ahu	Kapolei	3
O'ahu	Kaimukī, Kahala	4
O'ahu	‘Ewa Beach	5
O'ahu	Waipahu	6
O'ahu	Mānoa	7
O'ahu	Kailua	8
O'ahu	Pearl City	9
O'ahu	‘Aiea	10



Location of employees' housing interest

Maui County (by island)

Island	Town	Rank*
Maui	Wailuku	1
Maui	Kīhei	2
Maui	Lahaina	3
Maui	Makawao	4
Maui	Kahalui	5

Island	Town	Rank*
Molokai	Kaunakakai	1
Molokai	Ho'olehua	2
Molokai	Kualapu'u	3
Molokai	Maunaloa	4
Lāna'i	Lāna'i City	1

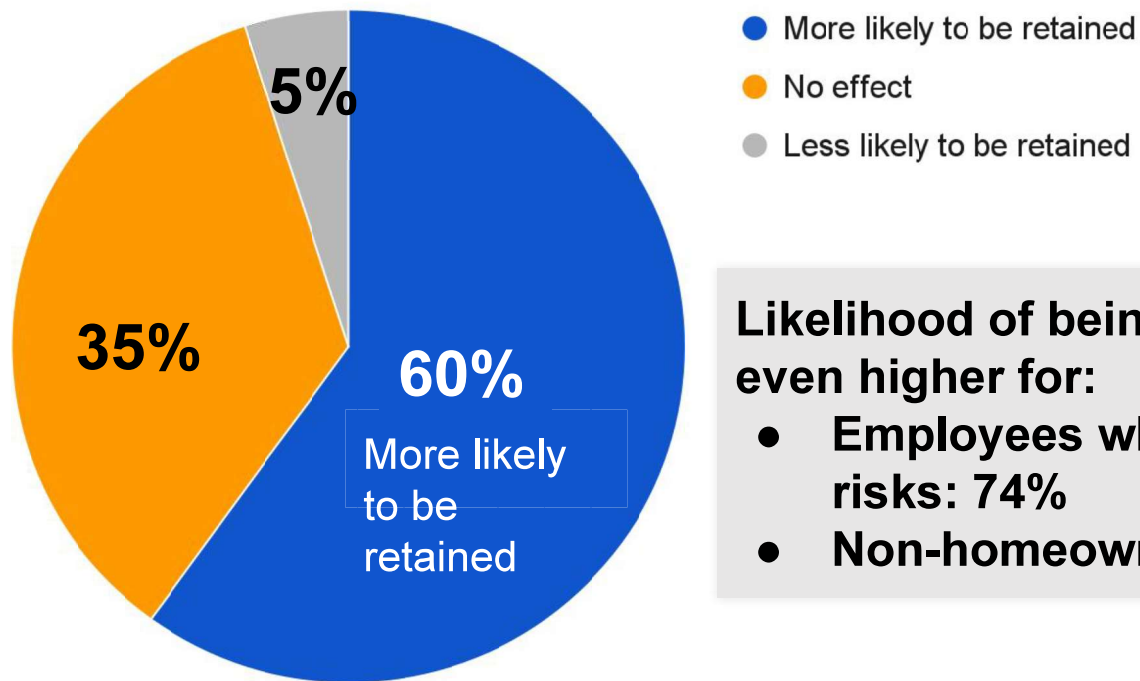
Town is based on zip code

*Rank considers number of employees who expressed preference for this town and the intensity of their preference



Employee rental housing likely to increase retention

Among all respondents



Likelihood of being retained is even higher for:

- **Employees who are retention risks: 74%**
- **Non-homeowners: 80%**



SECTION

E

Conclusions and next steps



Conclusions

- Retention of DOE workforce is at risk because of housing costs.
- Housing assistance could improve retention.
- Potential housing solutions include
 - Programs to assist with homeownership.
 - Rental housing for employees.
- Need to consider retention at workplace (e.g., school), not just continued employment within DOE.



Recommendations

- **Communicate:** Inform policymakers and partners about educators' demand for workforce housing
- **Engage:** Collaborate with state agencies and developers on workforce housing initiatives
- **Consider policies:** Consider support for homeownership as well as rental housing or other housing assistance
- **Plan:** Incorporate information in planning for employee recruitment and retention.